



## *City of Annapolis*

### **Summary of Benefits for Sworn Fire Personnel**

- \$ **Work Hours**: Minimum 40 hour work week, depending upon department operations.
- \$ **Holidays**: 11 paid holidays per calendar year (Public Safety may be different; check with Department)
- \$ **Sick Leave**: 15 days sick leave per calendar year, with unlimited accumulation. Final sick leave balance is eligible for additional service credit towards retirement once eligibility requirements have been met.
- \$ **Annual Leave**: Annual leave accumulates per calendar year as follows:

#### **Fire Department (Sworn Personnel Only):**

For one year of service but less than three years, eleven (11) days (two of which are in lieu of holidays)

For three years of service but less than ten years, thirteen (13) days (five of which are in lieu of holidays)

For ten years of service but less than fifteen years, seventeen (17) days (five of which are in lieu of holidays)

For fifteen years of service but less than twenty years, nineteen (19) days (five of which are in lieu of holidays)

For twenty years of service but less than twenty-five years, twenty-three (23) days (five of which are in lieu of holidays)

For over twenty-five years of service, twenty-five (25) days (five of which are in lieu of holidays)

Accumulation of annual leave shall not exceed a maximum balance of thirty-five (35) working days, except as restricted in the City Code under Chapter 3.20 LEAVES, Section 3.20.070.A.

- \$ **Longevity Pay**: One salary step increase at 7, 12 and 15 year milestones of continuous employment. Sworn Fire Personnel receive an additional salary step increase at 17 years of continuous employment.
- \$ **Health Insurance Plans** (80% City Paid and 20% Employee Paid, unless otherwise noted):
  - \$ Medical (HDHP, EPO, Core, Plus)
  - \$ Dental (Core and Plus)
  - \$ Vision (Core and Plus)
  - \$ Prescription Drug
  - \$ Flexible Spending Accounts (Medical and Dependent Care)

- \$ Health Saving Plan (HSA)
- \$ Short-Term Disability (100% City paid)
- \$ Long-Term Disability (100% Employee paid)
- \$ Core Life Insurance for Employee (100% City paid)
- \$ Optional Life Insurance for Employee, Spouse and Dependents (100% Employee paid)
- \$ Legal Benefit (100% Employee paid)
- \$ Employee Assistance Program (EAP) – up to 5 confidential visits with a counselor for the employee, spouse, and their dependents
- \$ **Retirement Plans:**
- \$ **457(b) Deferred Compensation Plans** with ICMA-RC, ING and Nationwide Retirement Solutions
- \$ **Police and Fire Pension Plan (Public Safety) –**
- \$ 8% employee contributions
- \$ Full vesting rights after 10 years of service
- \$ Retirement Eligibility – 25 Years of Service (50%)  
Full Retirement at 28 Years 4 Months (70%)
- \$ Employee Rewards & Recognition program
- \$ Eligible to join the State Employees Credit Union (SECU)

***Please Note: This document is intended to be a brief summary only. Please refer to the individual plan documents, Collective Bargaining Agreements, and the Rules and Regulations of the Personnel System for additional details specific to your benefits.***

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